

# ACTRA

ACTRA (Alliance of Canadian Cinema, Television and Radio Artists) is the national union of over 28,000 professional performers working in English-language recorded media in Canada, including TV, film, radio, and digital media. ACTRA's principal role is to negotiate, administer and enforce collective agreements to provide performers with equitable compensation as well as safe and reasonable working conditions.

*Do you have a passion for ensuring performers receive the remuneration they work so hard for?*

*Are you motivated to work with evolving copyright and growing the representation of performers in the entertainment industry?*

*Do you want to work with a dedicated team of professionals? If so, come join the movement - you'll be in good company.*

## **ACTRA Performers' Rights Society is seeking a full-time: Senior Advisor, Film and Television Rights**

### **Responsibilities:**

Duties include but are not limited to:

- Be the key development and implementation resource for research, policy, process, automation, and technology for ACTRA PRS.
- Continually work towards increasing net royalties and residual Use fees for ACTRA members and all Performers in Film, Television and Video Games.
- Grow the knowledge and support among internal and external stakeholders regarding the value of Performers' residual use fees and copyright royalties.
- Be the lead resource in the fulfillment of residual use fees and royalties due to Performers from Film, Television and Gaming productions.
- Be the lead resource for the distribution of residual use fees and royalties to Performers and the fulfillment of accompanying fees to ACTRA, ACTRA Performers' Rights Society ('ACTRA PRS') and ACTRA Fraternal Benefit Society.
- Prepare claims for legal action, arbitration or grievance when other methods of fulfillment have failed.
- Establish and monitor processes and technology and mentor fellow ACTRA PRS Staff in the management of legal documents, production data, performer data, fulfillment, distribution, distribution reporting and tax reporting.
- Establish and grow of great Performer relations and education to build the knowledge of and support for residual use fees in ACTRA Collective Agreements.
- Identify current and future technology trends and opportunities that can drive efficiencies and improve operations with membership service and cost at the forefront.
- In partnership with ACTRA Information Technology & Digital Services, ensure technological solutions adequately support business and operational needs and processes.

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- Support the establishment of International Agreements with partner Collective Management Organizations in Audiovisual Royalties and be the key resource for the implementation of international agreements.
- As assigned by the Director, participate on behalf of ACTRA PRS Film, Television and Videogame interests at the Societies' Council for the Collective Management of Performers' Rights' (SCAPR) forums, working groups and other activities to share resources and practices internationally for the benefit of ACTRA Members and all Performers.
- Support the advocacy for Audiovisual Rights and their related royalties in Canada and be the key resource for the implementation of their fulfillment and distribution.
- Assist the Director in the development of the ACTRA PRS team through mentorship.
- Prepare research, support, and participate in collective bargaining of national agreements, where ACTRA PRS has a prescribed role under the provision of such agreements or when ACTRA seeks to secure such a role in an agreement or where ACTRA requests ACTRA PRS' perspective.
- Working towards the above goals in cooperation with the ACTRA National staff, Branch staff, International Collective Management Societies, and other performer and professional unions as instructed by the Director
- Coordinate ACTRA PRS staff, ACTRA Branch staff, and ACTRA members in identifying uncleared exhibitions of programs and the preparation of the matching residual and royalty fulfillment.
- Advise the Director in contract fulfillment, contract enforcement, distribution, communications, outreach, operational and strategic matters of ACTRA PRS
- Other related duties and projects generally considered to be within the job category

## **Qualifications:**

- A post-secondary degree or certificate, with preference for Legal, Business, Marketing, Accounting, Economics, Data, Statistics, or Information Systems and their application in the Film, Television, and Gaming Industries.
- 5-10 years in a leading role, with preference for roles in enforcement and / or provision and / or fulfillment and distribution related to contractual residual use fees and / or copyright royalties.
- Strong knowledge of and ability to interpret contracts and their application in the Film, Television and Gaming industries, with preference for knowledge of collective agreements and especially ACTRA's collective agreements.
- Proven knowledge and ability to oversee the complex use of database software.
- Ability to lead integration, technology, and process change, preferably for the improvement of fulfillment, enforcement, and distribution of contractual residual use fees and / or copyright royalties.
- Proven ability to be a key resource among colleagues and clients with various roles, experience levels and ways of working.
- Drive and ability to advocate for performers one on one, in a small group, and in a large group to persons and companies with perceived and/or real financial and legal power.
- Ability to mentor staff and performers in the collective management of rights.
- Strong computer skills and proven use of communications solutions database software and the Microsoft group of programs (MS Word, Excel, PowerPoint, Access)
- Excellent written and verbal skills

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- Strong professional approach and ability to keep consistent professionalism in a challenging, and fast paced environment featuring frequent oppositional conversations with film, television, and video game producers and distributors.
- Ability to connect with Performers, understand Performers' needs, and translate to solutions.
- Ability to work with complex data and industry dynamics to provide clear advice to the Director and other internal stakeholders.

## **Application Process:**

Interested applicants are invited to submit a resume and cover letter to [humanresources@actra.ca](mailto:humanresources@actra.ca) **quoting '2022-29 'Senior Advisor, Film and Television Rights' in the email subject line.**

*ACTRA is committed to employment and pay equity and we encourage applications from all equity seeking groups, including but not limited to, Indigenous and other racialized communities, people with disabilities, and 2SLGBTQIA+ communities. In compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage of the recruitment process, please notify Human Resources.*

Thank you for your interest in joining us. Only those selected for an interview will be contacted.